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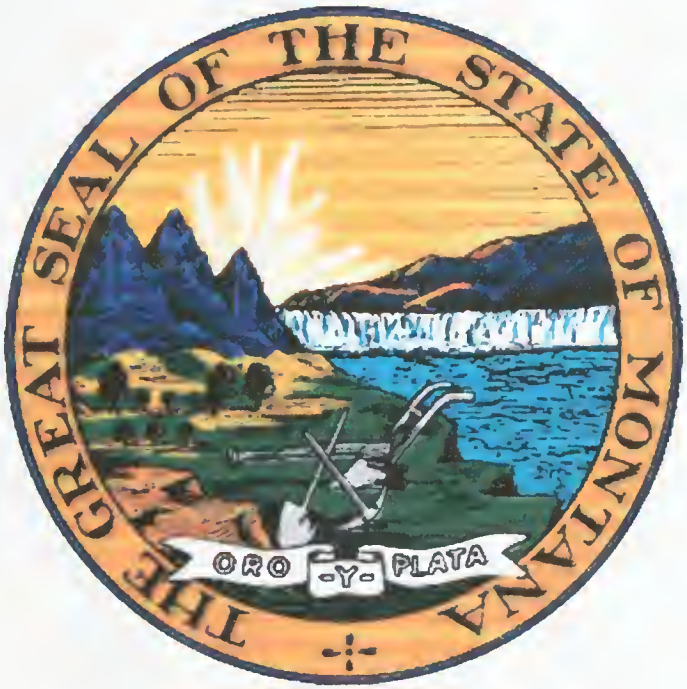

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BRIEFS FROM THE MONTANA WOMEN'S BUREAU

WOMEN'S BUREAU PUBLICATION TELLS HOW TO APPLY FOR CETA FUNDS

A guide to assist individuals and organizations in applying for funds under the Comprehensive Employment and Training Act has been issued by the Women's Bureau of the Department of Labor. There are nine major steps that should be followed when applying for CETA funds. Carmen Maymi, Women's Bureau Director said the guide should be particularly useful in helping women and women's groups to become more knowledgeable about the CETA funding process "so they can be actively involved at the community level in programs to benefit unemployed and underemployed women." The guide also contains a list of CETA contacts in each state. Copies of the guide are available from the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210.

EDUCATIONAL NEEDS OF RURAL GIRLS AND WOMEN STUDIED BY ADVISORY COUNCIL

The Advisory Council on Women's Education Programs recently announced plans for a series of regional consultations concerning the educational needs of rural girls and women. The Advisory Council will go to various regions of the country to here from knowledgeable people about the problems as they understand them. The Council hopes to take this information and be able to advise the Federal government about needed changes in legislation and programs. For more information, contact the Advisory Council on Women's Educational Programs, 1832 M St., N.W., Washington, D.C. 20036.

WOMEN'S HALL OF FAME IS ACCEPTING NOMINATIONS OF OUTSTANDING WOMEN

The Women's Hall of Fame in Seneca Falls, New York, now is accepting nominations of America's most outstanding women, five of whom will be inducted this fall at a gala benefit for the Hall in New York City. Nominees will be elected by the National Honors Committee, a 25-member panel of eminent authorities in various fields. The Hall of Fame is a nonprofit, nonsectarian, nonpolitical organization dedicated to "honor in perpetuity those women, citizens of the United States of America, whose contributions to the arts, athletics, business, education, government, the humanities, philanthropy and science have been of the greatest value for the development of their country." For more information on membership or a nomination form, contact Harriet McGovern, Public Relations Director, Women's Hall of Fame, Inc., 419 E. 78th St., 1B, New York, New York,10021.

CONSENT DECREE AWARDS $1.9 MILLION IN BACK PAY TO WOMEN AND MINORITIES

Merril Lynch, Pierce, Fenner & Smith, Inc., the nations's tenth largest diversfied financial service company with assets of more than

$4 billion, recently agreed to change its hiring and promotion policies for minorities and women. The agreement, approved in a U.S. District Court in Pittsburgh, calls for $1.9 million in back pay to women and minorities affected by alleged discrimination and $1.3 million to be spent over five years on advertising and recruiting to provide jobs for women and minorities as brokers.

WOMEN REPAY HOME LOANS AS OFTEN AS MEN

The U.S. Department of Housing and Urban Development recently concluded a study which destroyed the myth of the instability of female income and predicted the findings will reduce sex descrimination in mortgage lending. HUD said the study will be sent to banks, savings associations, insurance companies and other mortgage lenders to be used as a "rule-of'thumb" for granting home loans.

MONTANA WOMEN'S FESTIVAL

A festival sponsored by the Helena Women's Center and Artemis Production, will be held August 27, 28, and 29, at Camp Child, 25 miles west of Helena. The purpose of the festival will be to give women from around Montana the opportunity to discuss their needs and goals with each other, and to share their talents. There also will be an information center where individuals can meet and talk about activities they want to organize. Saturday evening will feature "Meg Christian in Concert." Registration fee for the festival is $20 per person which includes admission to Meg's concert, meals and lodging for the weekend. Registration deadline is August 13. For further information or registratio. forms, contact: Artemis Productions, c/o Linda Whedbee, 6390 Highway 12 W. #B, Helena, Montana 59601.

WOMEN IN PUBLIC EMPLOYMENT

A book has been writted by Catherine Samuels titled "The Forgotten Five Million: Women in Public Employment." The book, published by the Women's Action Alliance, says that women themselves must take the lead in challenging policies, practices, and attitudes that continue to deprive them of equal opportunity. The book tells how to document sex discrimination, legal avenues and how they work, affirmative action and how to make it work for women and "organizing power," including how to build a strong organization to represent working women and how to increase the responsiveness of unions. Copies of the book are available for $5 each from the Women's Action Alliance, 370 Lexington Avenue, New York, New York, 10017.

MONTANA WOMEN'S BUREAU CHIEF RECEIVES TRAINING IN WASHINGTON, D.C.

Joan A. Duncan, Chief of the Montana Women's Bureau has returned from two weeks of personal consultation in Washington, D.C. She met with Carmen Maymi, Director of the Federal Women's Bureau, and her Division and Program Directors, Connie Downs and the staff of the Women's Action Program of H.E.W., Mildred Marcy, Executive Director of International Women's Year, and various people throughout the Department of Labor. She received a great deal of technical assistance in the areas of employment for women, public relations, legislation, educational training, outreach youth programs, apprenticeship programs and much more. Miss Duncan says the information she received in Washington will be invaluable to the Montana Women's Bureau.

MONTANA WOMEN'S BUREAU CHIEF ATTENDS WHITE HOUSE RECEPTION

Ms. Barbara Benetts, Chairperson of the Montana Advisory Council on the Status of Women was invited to the White House, July 1, 1976. The occasion was the acceptance by President Ford of the final report of the National Commission on the observance of International Women's Year. Barbara was unable to attend, so Joan Duncan, Chief of the Women's Bureau attended as her substitute. The presentation took place in the East Garden of the White House and about 300 women were in attendance. A reception was held after the ceremony and a special invitation to tour the White House was extended by Mrs. Ford. A copy of the report... "To Form A More Perfect Union" was given to everyone attending the ceremony.

MONTANA WOMEN AND THE LAW

There has been such a tremendous response to the booklet, "Montana Women and the Law", that we have had a second printing. If you would like to receive a copy, write to the Women's Bureau, Power Block Annex, Room 2, Helena, Montana 59601. There are only 300 left for general distribution. This is a valuable resource for anyone.

JOB OPENING

The Human Rights Division is now accepting applications until July 26, 1976, for the position of Human Rights Investigator. For further information, contact your local employment office.

Assistant Professor of Soil Science. Starting date, September 1, 1976. Applications must be received by August 15, 1976. Contact Dr. Kurt Feltner, Head Plant and Soil Science Department, Montana State University, Bozeman, Montana 59715.

Assistant Supervisor of Special Education. Applications must be received by July 26, 1976. Contact Dolores Colburg, Superintendent of Public Instruction, State Capitol, Helena, Montana 59601.

Operations Supervisor. Applications must be received by July 23, 1976. Apply to Computing Center, Library Basement, Montana State University, Bozeman, Montana 59715.

Fisheries and Wildlife Biologist IV. Applications will be received by the Deputy Director office, Department of Fish and Game. 1420 East 6th Avenue, Helena, Montana until July 30, 1976.

Fish Hatchery Manager II. Applications will be received by the Deputy Director's office, Department of Fish and Game, 1420 East 6th Avenue, Helena, Montana, until July 30, 1976.

Regional Recreation and Parks Manager II. Applications will be received by Fletcher Newby, Deputy Director, Department of Fish and Game, Fish and Game Building, Helena, Montana until July 30, 1976.

The following positions are open in the Department of Health and Environmental Sciences. Apply at the Personnel Office, Room 234, Cogswell Building, Helena, Montana 59601. Phone 406-449-2442. Deadline for filing applications is August 20, 1976.

Chief, Bacteriology Bureau
Clerk, Accounting III
Clerk, General Office III
Clerk-Typist III
Clerk-Typist III
Engineer, Sanitary II
Engineer, Sanitary III
Equipment and Instrument Repair Worker II
Inspector, Nursing Homes and Hospitals I
Inspector, Nursing Homes and Hospitals I
Lawyer II
Nurse, Professional IV
Program Manager IV

BRIEFS FROM THE MONTANA WOMEN'S BUREAU

MONTANA INDIAN WOMEN'S CONFERENCE

The Women's Bureau and the Montana Affiliate of the North American Indian Women's Association are co-sponsoring a conference titled, "The Emerging Role of the Native American Women in Montana." The scope of this conference will be to re-examine and redefine the contemporary status of Indian women in Montana; to examine current issues pertaining to the Indian women and to consider alternatives for future direction. The format will consist of three addresses and six panels, and a traditional, contemporary style show in conjunction with a luncheon. Also included in the conference will be an Indian feed and a Pow Wow. We anticipate close to 200 participants at the conference. The registration fee of $6.00 will include the cost of the luncheon and the Indian feed and Pow Wow. For further informatiom, you may write or call Marjorie Bear Don't Walk, Power Block, South Annex, Room #2, Helena, Montana 59601. The telephone number is 449-2856.

WOMEN IN THE JOB MARKET

More women are working or want to work fulltime today according to the Louis Harris Survey. Working women are "more apt to be young city dwellers, better educated, from a white collar background, and in the higher income brackets." Women less likely to be working are rural dwellers, over 50 years of age, in homes with a business executive or skilled worker, and in upper-middle income families. These patterns make it clear that economic status of the family is not the main reason why some women work and others do not. Relatively affluent women with a professional in the family, are far more likely to work than are the wives and daughters of business executives in the same income bracket. "By the same token," Harris continues, "women in blue collar families are less likely to be employed than are women in white collar families with the same income." Among young women, it is much more probable that those from more affluent families will be in the job market than those from the less affluent sector. Harris says these findings "suggest a sharp split in the country between old and new values about the proper role of women." He contrasted younger, more affluent families in which productive employment is believed necessary for a women's fulfillment with families headed by both business executives and blue collar workers in which the man is still viewed primarily as the breadwinner and there is less pressure for women to work. Harris says the reasons that women give for working have shifted dramatically in the past five years. That more women now say they are working to support themselves means they are far more likely to want to be financially independent of the rest of their family and not just a source of supplemental income. This drive toward financial independence implies that women want to be less dependent on men than before, Harris concludes.

$5,000 to $10,000 GRANTS TO BE AWARDED FOR WOMEN AND POLITICS STUDY

The Center for the American Woman and Politics recently announced the second Florence Eagleton Grants Program which is designed to discover new knowledge about women and politics and to stimulate a continuing examination of women's roles in public life. The topic for 1976-77 is "Women and Local Government in the United States." Three major components of the topics are, "Women's Effect on the Governance of Local Communities," "Women Seeking Office in Local Government," and "Women Serving in Local Governing Bodies." Proposals may vary widely. Possible designs include quantitative studies, historical accounts, theoretical analysis, and biographical studies. Projects must focus on women and public life at local levels, and must be conducted within the ten-month period of the program. Four to six grants will be awarded to persons of diverse backgrounds and points of view. Proposals are welcome from persons with political, community and organizational experience as well as from those with academic or professional backgrounds. Grants range from $5,000 to $10,000 and cover the period from September, 1976 through June, 1977. Grantees meet every two months at the Center for the American Woman and Politics. For application forms, write to the Women's Bureau, Power Block, South Annex, Room #2, Helena, Montana 59601.

WOMEN IN THE WORK FORCE

The "Tax Reduction Act of 1975" has raised the maximum income a working couple may earn to $35,000 and still be able to deduct maximum child care expenses from their taxable income. This may encourage more mothers of young children, especially those mothers with higher levels of education to remain in or return to the work force while their children are still young. The trend could be further accelerated by the provision of more and better day care facilities. Female employment showed its strongest gains in government, services, and trade, a 5,900 increase, while male employment dropped 3,000 in mining and construction during the time between December, 1974 to December, 1975. The number of claims filed in Employment Service Local Offices throughout Montana has shown a substantial increase in the past years. The percent of total claims which were filed by women has been on the decrease during this same period. A regular seasonal decline in total female claimants occurs in May each year, which is a result of normal increases in employment within the eating, drinking, and lodging places, wherein women represent over 65% of those employed.

MONTANA WOMEN AND THE LAW

Six communities in the state have been chosen for a series of public meetings called "Montana Women and the Law." They are Kalispell, Dillon, Harlowton, Glasgow, Sidney and Forsyth. As was stated in the Briefs of last month, the meetings are to acquaint the people of Montana with the laws passed by the 44th legislature that concern women. The Women's Bureau and the Human Rights Bureau have submitted a proposal to the Montana Committee for the Humanities for funding of this project.

WOMEN AWARE SEMINAR

The Women Aware Seminar is set for April 29, 30, and May 1 in Bozeman. Thursday evening at 7:30 p.m., Warren Farrell, author of the Liberated Man will speak. Betty Friedan will be the keynote speaker. For more information, contact Focus on Women, Montana Hall, Room 211, Bozeman, Montana 59715, or call 994-3381.

FACT FINDERS NEEDED

Robert Jensen, Executive Secretary of the State of Montana Board of Personnel Appeals, has informed the Women's Bureau that "the collective bargaining statute for public employees requires that the Board of Personnel Appeals provide lists of fact-finders and arbitrators when disputes arise between public employers and public employee organizations." The only statutory requirement is that they be "qualified, disinterested persons." Fact-finders are paid $100.00 per day plus expenses. The statute is silent regarding the qualifications of arbitrators. However, to be effective, they must be fair, decisive and neutral. The employee organization and management unit share in the cost of arbitration. Mr. Jensen has expressed concern that his office has not received much interest from women in the state and would welcome all of you who are interested. Please contact: Mr. Robert Jensen, Executive Secretary, Board of Personnel Appeals, 1417 Helena Avenue, Helena, Montana 59601, or call 449-2890.

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DATES FOR YOUR CALENDAR

Women Aware Seminar will be held on April 29, 30, and May 1 in Bozeman, at the Student Union Building on the Bozeman campus. Registration cost will be $5.00.

The "Emerging Role of the Native American Women in Montana" Conference is set for March 9 and 10 in Helena at the Colonial Motor Inn.

"Montana Women and the Law" panels are tentatively set in Kalispell, April 6; Dillon, April 14; Harlowton, May 17; Glasgow, May 18, Sidney, May 19; Forsyth, May 20.

BRIEFS FROM THE MONTANA WOMEN'S BUREAU

LABORERS A.G.C. TRAINING PROGRAM FOR MONTANA

Applications are now being accepted for the session which will begin on Monday, May 3, 1976. Women seeking employment in highway or building construction training are encouraged to apply. The training session consists of four weeks, 8 hours a day, five days a week, Monday through Friday. Training allowances are paid for all Trainees. A round trip bus fare (or its equivalent) from the Trainees's home town to Helena is paid upon completion of the training. Persons interested in applying may contact the Laborers A.G.C. Training School, R.R. 2, Box 221D, Helena, Montana 59601. For more information, you may contact the Women's Bureau, Power Block Annex, Room 2, Helena, Montana, 59601 or call 449-2856.

LOANS AWARDED TO WOMEN GOING INTO ENGINEERING

The Business and Professional Women's Foundation has established loans amounting to $70,000 per year for women interested in the field of engineering. Women who are accepted for masters level study at universities accredited by the Engineers Council for Professional Development are eligible to apply for these loans. The funds are derived from a $100,000 grant from the Exxon Education Foundation to the BPW program. "Women are only five percent of the enrollment in engineering degree programs. Application forms for the 1976-77 academic year are available from BPW Foundation, 2012 Massachusetts Avenue, N.W., Washington, D.C. 20036.

RESEARCHER EXPLORES EFFECTS OF WORKING WIVES ON MARRIAGE STABILITY

According to a University of California study conducted by Elwood Carlson, lecturer in sociology at U.C. in Berkeley, the sharpest increase in broken marriages occurs among women who do not have jobs outside the home. Although statistics among all ages show more broken marriages among working women, the California study found that, by 1970, working women in their late teens and early twenties actually have a larger proportion of first marriages intact than did women outside the work force. After analyzing the statistics, Mr. Carlson said, "people will have to look elsewhere than jobs if they hope to explain the growing fragility of modern marriages." He cautions, however, that just because the trend shows that working wives may help fortify a marriage does not mean that a particular marriage will benefit-or suffer-from two working spouses. He believes that the original difference in stable marriages between employed and nonworking wives might be the result of other so called "deviant" characteristics which no longer typify employed women as a group. Carlson said the number of children or changing occupations did not account for the new trend. His pattern persisted among women with the same number of children and in all occupational groups.

NFRW PUBLISHES HANDBOOK TO ENCOURAGE MORE REPUBLICAN WOMEN TO RUN FOR OFFICE

The National Federation of Republican Women recently published a handbook, "Consider Yourself for Public Office", which will be distributed nationally to encourage more Republican women to run for public office. The book is serving as a guide based largely on the experiences of women who have run for public office successfully. Copies of the handbook are available for $1 each from the NFRW, 310 First Avenue S.E., Washington, D.C. 20003.

MONTANA RESOURCE NETWORK

The Montana Resource Network is a statewide nerve center for locating information, resource people, ideas, and assistance on issues and activities which concern Montana women. Sue Bartlett and Pat Reuss have taken the incentive in working to establish this Network as a non-profit tax deductable corporation because they believe it is an idea whose time has come. Request for help and information come in daily to the homes and offices of many Montana women. Women like you who care about the issues that concern the many aspects of our lives, and women working for change. How often have you searched your mind, your files, the back issues of magazines and newspapers for the one piece of information you need right now. Today it has become necessary to have one place in Montana where information essential to a successful effort can easily and quickly be received. The Montana Resource Network will coordinate and eliminate the duplication of efforts that waste time and money in trying to identify and maintain communication of others involved in similar activities in the different areas of the state. To obtain further information about the MRN, and how you can contribute to its creation, please contact: Pat Reuss, 929 North Jackson, Helena, Montana 59601 or Sue Bartlett, 1052 5th Street, Helena, Montana 59601. Or you may call 442-1323 (day) or 442-6721 (evenings).

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DATES FOR YOUR CALENDAR

"Women Aware" Conference, April 29 to May 1 at Montana State University student union building, in Bozeman.

"Women and the Law" public meeting in Kalispell, Tuesday, April 27, at the United Methodist Church. Meeting times are 1:15 p.m. and 7:30 p.m. Babysitting will be provided.

BRIEFS FROM THE MONTANA WOMEN'S BUREAU

LABORERS A.G.C. TRAINING PROGRAM FOR MONTANA

Applications are now being accepted for the session which will begin on Monday, April 5, 1976. Women seeking employment in highway or building construction training are encouraged to apply. The training session consists of four weeks, 8 hours a day, five days a week, Monday through Friday. Training allowances are paid for all Trainees. A round trip bus fare (or its equivalent) from the Trainees's home town to Helena is paid upon completion of the training. Persons interested in applying may contact the Laborers A.G.C. Training School, R.R. 2, Box 221D, Helena, Montana 59601. For more information, you may contact the Women's Bureau, Power Block Annex, Room 2, Helena, Montana 59601 or call 449-2856.

WOMEN WORKERS DOUBLE IN 25 YEARS

According to the "1975 Handbook on Women Workers," women have made notable progress in the labor force over the past 5 years. Women, including household workers are covered by the minimum wage and overtime provisions of the Fair Labors Standards Act, and additional women were brought under coverage of the Equal Pay Act when the law was extended to executive, administrative, and professional employees and outside personnel. Other laws provided for equal opportunity in training and employment, in obtaining credit, and in gaining access to education programs and activities. Although women increased their proportion in better paying occupations, including nontraditional jobs, the earnings gap between women and men continued to widen. This handbook is a valuable resource for organizations and individuals who are interested in the concerns of women. Copies of this handbook may be obtained free of charge by writing to the Women's Bureau, Power Block Annex, Room 2, Helena, Montana 59601. (Women and Work, March, 1976)

MORE WOMEN IN NEW FIELDS

According to a recent study by the American Council of Education and the University of California, more women and fewer men are choosing careers in the traditionally male dominated fields of law, medicine, business and engineering. The study also indicated that fewer men and women plan to become teachers. Also the number of freshmen planning to obtain masters and Ph.D. degrees increased despite reports of unemployment among persons with advanced education.

VOLUNTEER WORK

The Merit System Bureau for the state of Montana accepts volunteer work as a substitution for required training and experience qualifications for covered positions. When an applicant requests that volunteer services

be substituted in lieu of training and experience, specific dates and average amount of hours per day spent in volunteer service must be provided. For further information, contact Clifford McGillvray, Administrator, Merit System Council, Power Block, Room 612, Helena, Montana 59601 or call 449-2064.

WOMEN'S DAY

Women's Day is scheduled in Great Falls on Saturday, March 27 from 8:00 a.m. to 4:30 p.m. at the Eagle's Manor. Registration will be from 8:00 to 9:00 a.m. The workshop will focus on a number of concerns to women including Women's Employment and Assertiveness Training. Women's Day is sponsored by the Great Falls Women's Political Caucus, and co-sponsored by the Great Falls Education Service and the Cascade Extension Service. To register, call Margaret Kochman at 453-1441.

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DATES FOR YOUR CALENDAR

Women's Day in Great Falls on March 27 at the Eagle's Manor. Registration fee will be $5.00. This fee includes lunch and materials.

Women Aware Seminar will be held on April 29, 30, and May 1 in Bozeman, at the Student Union Building on the Bozeman campus. Registration cost will be $5.00.

BRIEFS FROM THE MONTANA WOMEN'S BUREAU

DEATH AND TAXES

On June 2, the House began to revise the inheritance tax laws that have been in force since 1942. Of particular interest to women are the terms under which widows may inherit from their spouses. A widow in most states finds that even if the property is "jointly" owned - after allowing her half of the property, plus $60,000, she is taxed on the remainder unless she can prove she contributed money toward the purchase. Widowers are not taxed on joint property. Men are assumed to have earned joint property and pay no taxes on it if they survive their wives. The most organized group of women on this issue have been the farm wives, who are really taxed because the heavy cost of farm equipment usually exceeds the present deduction level. Although the bill raises the marital deduction, it does not change the inequity between what widows and widowers must pay.

CHILD CARE CREDIT

This provision permits taxpayers to subtract 20% of work-related child care cost from federal income tax owed up to a limit of $400 for one child and $800 for two or more children. The credit would be available to all workers whether or not they itemize deductions and no matter what tax form they file. An alimony deduction will also be available to all taxpayers rather than only to those who itemize. The bill also allows tax credit for child care payments made to relatives, including non-dependent relatives living in the taxpayers's household.

PENSION PLAN FOR HOMEMAKERS

In 1974, the Congress passed a pension reform act which gave workers who are not covered by pension plans, tax breaks to set up their own retirement accounts. Money invested in individual retirement accounts is not taxed until the individual begins to withdraw the money at retirement. Although it is still to early to tell how successful this plan will be, or how willing spouses (working) will be to contribute to their partner, this bill is the first time the economic contribution of housework has been recognized in federal legislation.

COMPROMISE DAY CARE BILL

The Senate Finance Committee approved a compromise day care bill that would give $125 million to states through September 30 of this year and $250 million in fiscal 1977 to meet health and safety standards for federally funded day care centers. Without this additional funding, many centers would have to close.

STUDY ON WOMEN WORKERS

A recent study conducted for the Labor Department by the Center for Human Resource Research of Ohio State University has been released. It traced the progress of 5,083 women between the ages of 30 to 44, including 3,606 white, 1,390 Blacks and 87 women of other races. Among its findings were: Approximately one out of every six mothers who were not working and had at least one pre-school child would seek employment if free day care were available. Also only a minority of women had established careers. This includes women having worked in the same or related occupations for as much as three-fourths of the time since leaving school. This proportion was as high as one-half among the never-married, about one-third among the married without children, but only seven percent among the married with children. The study has been extended for another five years - 1973 to 1978. Copies of the study are available from the Utilization Division, Office of Research and Development, Employment and Training Administration, Department of Labor, 601 D St., N.W., Room 9112, Washington, D.C. 20213.

JUSTICE DEPARTMENT SUES FOR WOMEN UNDER FAIR HOUSING ACT

A civil suit was filed against the Jefferson Mortgage Corp. of Cherry Hill, New Jersey, charging discrimination against women and their families because of sex in determining the conditions of loans. The corporation was also charged with requiring women loan applicants, but not men, to submit written assurances of their intention to continue working during the entire term of the loan.

WOMEN ONE-THIRD OF FINALISTS FOR WHITE HOUSE FELLOWSHIPS

Thirty persons were named March 30 as national finalists for the 1976-77 White House Fellowships. Ten of the finalists were women.